



# OHIO CIVIL RIGHTS COMMISSION

Governor Mike DeWine

Commissioners: Valerie A. Lemmie, Chair | Lori Barreras | William Patmon, II | Madhu Singh | Charlie Winburn  
Executive Director Angela Phelps-White

April 18, 2024

Date mailed: April 19, 2024

Rosemary Amponsah  
1350 Eastwood Ave  
Akron, Ohio 44305  
[Ra623@cornell.edu](mailto:Ra623@cornell.edu)

IBM  
250 South High Street  
Columbus, Ohio 43215

## LETTER OF DETERMINATION

Rosemary Amponsah v. IBM  
COL71(50335)10112022; 22A-2023-00648

### FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met. A recommendation of **PROBABLE CAUSE** was issued on June 23, 2023 and a formal complaint was issued. Charging Party subsequently requested to withdraw the charge to request a Notice of Right to Sue from the Ohio Civil Rights Commission.

### DECISION:

The Ohio Civil Rights Commission has entered into its record a finding of **WITHDRAWAL OF CHARGE AFTER A FINDING OF PROBABLE CAUSE – REQUEST NOTICE OF RIGHT TO SUE**. The matter is **CLOSED**.

Charging Party: Please refer to the enclosed **NOTICE OF RIGHT TO SUE** for additional information on Charging Party's suit rights.

### NOTICE OF RIGHT TO PETITION FOR JUDICIAL REVIEW:

A determination of the Commission that constitutes a Final Order is subject to judicial review, wherein the court reviews the contents of this letter and determines if there are sufficient factual findings supporting why the Commission did not issue a complaint. A petition for judicial review must be filed in the proper common pleas court within **THIRTY (30) days** of the date the Commission mailed this Final Order. The right to obtain judicial review and the mode and procedure thereof is set forth in Ohio Revised Code § 4112.06.

The judicial review process is not a means to reexamine the investigation or further pursue your allegations through the Commission. You may consult with an attorney for information on available options.

A Probable Cause finding is not a Final Order and is not subject to judicial review by a court. All other determinations of the Commission constitute a Final Order and are subject to judicial review by a court.

Rosemary Amponsah v. IBM  
COL71(50335)10112022; 22A-2023-00648  
Page 2

FOR THE COMMISSION,

/s/ *George Shaw*

George Shaw, Regional Director  
614-466-5928  
[George.Shaw@civ.ohio.gov](mailto:George.Shaw@civ.ohio.gov)

**cc: Representative for Charging Party:**

John Marshall, Attorney  
Marshall Forman & Schlein LLC  
250 Civic Center Drive  
Suite 480  
Columbus, Ohio, 43215  
[jmarshall@marshallforman.com](mailto:jmarshall@marshallforman.com)

**Representative for Respondent:**

Richard Hilbrich, Attorney  
Jackson Lewis P.C.  
Park Center Plaza I, Suite 400  
6100 Oak Tree Blvd.  
Cleveland, OH 44131  
[Richard.Hilbrich@jacksonlewis.com](mailto:Richard.Hilbrich@jacksonlewis.com)

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Angela Phelps-White,  
Executive Director

**Charging Party,**

v.

Rosemary Amponsah

**Respondent,**

IBM

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**Charge No. COL71(50335)10112022  
22A-2023-00648**

### NOTICE OF RIGHT TO SUE

Pursuant to Ohio Revised Code 4112.051, you may file a civil action against the Respondent(s) alleging a violation of Ohio Revised Code 4112. The lawsuit may be filed in any State of Ohio court that has jurisdiction over the matter. Ohio Revised Code 4112.052 and 4112.14 provides that such a civil action must be filed within two years after the date of the alleged discriminatory practice. The time period to file a civil action is tolled during the pendency of the Commission investigation. You are advised to consult with an attorney to determine with accuracy the date by which a civil action must be filed. NOTE: If you request reconsideration of the Commission's determination, this NOTICE OF RIGHT TO SUE will be vacated. FOR FEDERAL COURT FILINGS: Notices of Right to Sue under federal law will be issued by the EEOC.

### FOR THE COMMISSION

*Is / George Shaw*

George Shaw  
Columbus Regional Director  
30 E. Broad St., 4th Floor  
Columbus, OH 43215  
(614) 466-5928

Date mailed: April 19, 2024



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[Ra623@cornell.edu](mailto:Ra623@cornell.edu)

IBM  
250 South High Street  
Columbus, Ohio 43215

## LETTER OF DETERMINATION

Rosemary Amponsah v. IBM  
COL71(49775)05272022;22A-2022-03152

### FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met. A recommendation of **PROBABLE CAUSE** was issued on April 6, 2023 and a formal complaint was issued. Charging Party subsequently requested to withdraw the charge to request a Notice of Right to Sue from the Ohio Civil Rights Commission.

### DECISION:

The Ohio Civil Rights Commission has entered into its record a finding of **WITHDRAWAL OF CHARGE AFTER A FINDING OF PROBABLE CAUSE – REQUEST NOTICE OF RIGHT TO SUE**. The matter is **CLOSED**.

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Rosemary Amponsah v. IBM  
COL71(49775)05272022;22A-2022-03152  
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FOR THE COMMISSION,

/s/ *George Shaw*

George Shaw, Regional Director  
614-466-5928  
[George.Shaw@civ.ohio.gov](mailto:George.Shaw@civ.ohio.gov)

cc: Representative for Charging Party:

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[jmarshall@marshallforman.com](mailto:jmarshall@marshallforman.com)

Representative for Respondent:

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Jackson Lewis P.C.  
Park Center Plaza I, Suite 400  
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**Charging Party,**

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**Charge No.** COL71(49775)05272022  
22A-2022-03152

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